



MANDELL JCC
Greater Hartford

Vote NO on SB 6668 and SB 1178

Mandell JCC

Before the Labor and Public Employees Committee

Hartford, CT

March 9, 2023

Testifying in opposition to:

SB 6668: An Act Modernizing the Paid Sick Day Statutes

SB 1178: An Act Expanding Connecticut Paid Sick Days

Senator Kushner, Representative Sanchez, and members of the Labor and Public Employees Committee. The Mandell JCC is non-profit organization doing business in the State of Connecticut for over 100 years. We are open 7 days a week for a total of 99 hours per week. We employ 78 full time staff and 155 part time staff. During our seasonal time, we hire an additional 175 staff at our summer day camp and swim & tennis club facilities, also in Connecticut. **I am writing today in opposition to SB 6668 and SB 1178.**

Connecticut currently has a paid sick leave law that applies to businesses with 50 or more employees that employ a list of occupations called 'service workers'. Service workers can earn 1 hour of paid leave for each 40 hours worked, maxing out at 40 hours per year. The law also exempts manufacturers and certain non-profits. Currently, we are exempt from this law, though, our paid sick leave program for eligible employees provides more leave time.

Both SB 6668 and SB 1178 would extend the program to every employee at every employer in the state, expand the number of family members eligible, eliminate exemptions for manufacturers and non-profits, and provide penalties for failure to keep accurate records. Have you thought about the additional expenses that these businesses will incur with adding more sick time, the administration in keeping up with the expanded family members, the payroll systems that may need to be put into place in order to track the time accrual and the time off?

Extending the paid leave program to every employer in the state, at a time when we're coming out of a global pandemic, is shortsighted and yet another burden on businesses small and large. Between supply chain and workforce shortages, inflation, and rising healthcare costs, we're already doing all we can to keep up with a difficult business environment. As a non-profit, we strive to provide a comprehensive benefit program for all employees working over 20 hours per week. We know and understand that our salaries are not as competitive as in the for-profit marketplace. Yet, we stress the importance of our work and provide the best possible benefits, including paid time off for those employees. The additional sick pay would add increased expenses in an already expanding budget.

Since taking effect in 2012, those subject to the new law saw a cost increase of 2-5%, and there is no tangible data that shows less employee turnover or illness in the workplace.

Why are we trying to pass laws that are not helpful for Connecticut businesses? We are the backbone to our economy and workforce and put our employees at the forefront of everything we do. These laws will over burden Connecticut workforces and provide them with another reason to leave our state.

We already have the most generous paid family and medical leave program in the entire nation.

We urge the committee to reject yet another burden on our business by opposing SB 6668 and SB 1178.

Thank you for your time and consideration.

Respectfully Submitted,

Kim Corona Charron, CFO
Mandell JCC